

<b>Committee Name:</b>	<b>Diversity and Inclusion</b>	<b>Session #:</b>	4	2021
<b>Committee Chair:</b>	<b>Sarah Welch</b>			
<b>Minutes recorded by:</b>	Sarah Welch	<b>Date/time of meeting:</b>	4/7/2021 8pm EST	

## Actions Taken:

1. MSA'd Approve minutes from March meeting.

<b>Number of committee members present</b>	<b>10</b>	<b>Absent:</b>	<b>2</b>	<b>Guests:</b>	<b>0</b>
<b>Committee members present (list all, including chair and vice chair):</b> Sarah Welch, Jeff Commings, Donita Flecker, Megan Johnston, Diana Triana, Tim Murphy, Kyle Jackson, Ally Segal, Tom Moore, Virgil Chancy Blair <b>Bagney Ex-Officio:</b> Chris Campbell, Wilson Jefferson, Daniel Paulling. <b>Guest:</b> Kathy Gallagher					
<b>Not present:</b> Janelle Munson-McGee, Tom Moore					

## Minutes

1. Sarah called the meeting to order at 8:18 pm ET..
2. Sarah asked for the Committee to approve the minutes of the March meeting. Virgil moved; Jeff seconded a motion to approve. The Committee approved with no corrections, objections or abstentions.
3. General Updates:
  - ✓ Sarah checked in with members on the rollout of the new Community Platform and outlined the new data collection tool for demographic information that now available. Most members had looked around the site. Virgil asked about the section for Committee members and about how the pictures are introduced. Jeff noted that USMS has pre-populated the Committee Members on the site and individuals will upload their own photos. After a few operational questions, Daniel provided a FAQ link to help members get specific answers to their questions. <https://community.usms.org/usms-community-faqs/w/fag>
  - ✓ Member self-service for demographic information. Sarah updated the committee members on the feedback that Jeff, Kyle and she provided to the National Office on how ethnicity and gender identity are described. The system is under development and the Committee's recommended changes will be updated in the coming two weeks. Daniel asked for input as to whether the system should use Latinx rather than or in addition to Latino. Jeff had consulted with others on this topic. Kathy Gallagher shared Pugh research she found on the use of Latinx-that it was not a commonly used description amongst Latinos. Diana concurred with Kathy's point and shared accepted Latino is definitely the recommended option rather than Latinx. She noted that Latino is the commonly used description for immigrants from all Spanish speaking countries. Ally asked about adding 'unknown'. Sarah responded that the choices were mixed and other as the choices and not adding 'unknown'. Virgil advocated for offering a broad number of choices for identifying ethnicity and noted that USA-S did not have such an option. Sarah reminded the Committee that we are modeling the choices on USA-S so that we can compare our demographics, by LMSC, with USA-S's LSC data as a benchmark for diverse participation.
  - ✓ Annual Meeting Update-Virtual Meeting, Sept. 23-27; The LMSC Leadership will be held in the Spring of 2022 and is projected to be an in-person meeting.
4. Work Program Updates
  - ✓ Guidance on Holidays (Tim/Sarah) – Tim reviewed the proposed Guidance on Holidays and the example for 2021 holiday observances for Committee review. The Committee concurred that the recommendations were extremely helpful for planners. Comprehensive, but not

overwhelming. The resource of the linked Diversity Calendar is very rich in resources and provides an opportunity for meet announcers to share information to recognize a celebration or holiday. Ally suggested being congruent in describing Jewish/Christian holidays and to add that many holidays are from evening to evening or dusk/dawn rather than a 'date'. Jeff suggested adding the Chinese/Lunar New Year. Virgil shared that many communities have a significant Buddhist population, and their New Year is in April. The Committee acknowledged the dilemma that identifying some but not all holidays would leave some groups out, but that the linked calendar was very comprehensive. Tim noted that by being open to input, we may engage new people who have a passion for diversity and inclusion. The calendar presents many opportunities for LMSC's to recognize groups in their own community and to do education around the holidays. Based on the feedback Sarah recommended that the Committee not take action to approve but that she and Tim would revise the recommendation and submit it to the committee by email for their approval prior to the next meeting.

- ✓ Recognition Program – Creating D&I Recognition (Diana Triana/Lead) Kyle updated the Committee on the group's progress. They met on March 8<sup>th</sup>. They are recommending that the recognition be described as the Diversity, Inclusion and Equality Award. They will re-group April 12 and have a presentation for the entire committee at the May meeting.
  - ✓ LMSC Initiatives-Training, Job Description, other (Tom/Lead) The work group had met prior to the Committee meeting, however group members on the call had not attended the sub-group meeting so they deferred until Tom could attend for an update.
  - ✓ Best Practices (Janelle-Munson McGee/Lead) Blair updated the Committee on the Best Practices group progress. The group had met about two main activities. They have found a number of groups who volunteered to test equipment and apparel for write up's for Swimmer Magazine. They are working with the National Office to solicit ideas for best practices. This lays the groundwork for this group to have more best practices to write up.
5. Other Updates (as needed)
- ✓ Sarah summarized the responsive development of the statement of support for the AAPI Community. The National Office drafted the statement and took input from the Committee and released the statement over just a weekend. The statement is found here: <https://www.usms.org/about-usms/diversity-and-inclusion/statement-on-aapi-hate-crimes>  
Virgil thanked the group and added that they will get the statement on their LMSC website.
6. Updates from Coaches Committee. Wilson updated from the Coaches Committee. Due to the closure of many programs, the Coaches Committee are off to a slower start in their work program than in previous years. They are beginning to roll out an online/virtual version of the Level 1-2 Coach Certification training. They are working on getting a good combination of coaches to lead the training.
7. Chris Campbell: from Executive Committee/BOD. Chris reported that the format of the Annual Meeting is still under development. The sub-committee is looking at ways to streamline the meeting and hold discussions in the forums rather than lengthy discussions at the Annual Meeting itself. Overall, the BOD is working on strategies to get programs back up and running.

#### Wrap Up and Announcements:

Daniel shared some exciting feature articles in upcoming Swimmer Magazine issues. The next issue-for May June issue will feature a trans-gender swimmer from West Hollywood. Following that is the summer issue which features Olympics and Para-Olympics. And, the October issue will feature an Ironman Triathlete, who is the first Ironman contender with Downs Syndrome and is competing in the World Ironman Championships in Kona this fall.

The meeting adjourned at 9:20 pm Eastern Time